



ST PATRICK'S
— Roman Catholic High School —



THE ST PATRICK'S CENTRE
— of Educational Excellence —

Amazing things happen here

Job Application pack

Lead Teacher in Science



Helping every child to be the very best version of themselves

Headteacher: Mrs A Byrne



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WELCOME

FROM THE HEADTEACHER

Thank you for taking the time to consider applying for the post of **Lead Teacher in Science**.

At St Patrick's it is our mission to ensure that children experience a truly great Catholic education that enables them to flourish academically and shine personally, preparing them for a happy and successful adult life. We are committed to helping every child become the very best version of themselves.

Our school motto is, 'amazing things happen here' and you only have to spend five minutes in our school to realise that this is absolutely true. We have a strong and dedicated team of professionals who challenge and support students to achieve amazing things and they work hard to create an environment, built on mutual respect, whereby students rise to the challenges set for them. Our strength comes from our drive for excellence in all that we do and our consistent and persistent approach.

We are committed to providing an inclusive workplace where staff feel valued and trusted and where collaborative working is at the heart of everything we do. We also recognise the importance of supporting our staff to continuously develop in order for them to achieve their own professional career goals.

If you meet the role criteria and are an excellent practitioner and believe that a great education can transform a child's life and future, we would love to hear from you!

Mrs Alison Byrne
Headteacher



Headteacher: Mrs A Byrne



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Why St Patrick's?

Our People Values

Our core people values are at the heart of every decision that we make as an employer. Our aims are:

- To fulfil our Catholic mission, to ensure our children and staff **live life to the full**
- To **attract, recruit, develop and retain** high performing staff, to ensure that we allow pupils to become the best version of themselves.
- To provide a workplace where staff feel **valued and trusted**.
- To develop and support the growth of **leadership and management**.
- To promote a culture focused on **diversity, inclusivity and wellbeing** by creating a healthy work environment to enable staff to perform at their best.
- To provide **strong and consistent HR services** for all staff, across all school areas.
- To serve the wider education system and **provide opportunities** for our staff to lead across other schools

Our Benefits

We have a range of employee benefits available to all our staff. We are always looking at ways in which we can improve our offering to ensure the benefits are valued by our staff.

CPD

We have a strong focus on CPD for our employees, ensuring that learning and development opportunities are offered throughout the academic year. This includes exciting career opportunities to work across other schools.

Pension

An employee earning more than £10,000 and who is more than 22 years of age will automatically be enrolled into one of our workplace pension schemes with excellent employer contributions.

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Family Leave

Enhanced family leave is available to support our staff with family commitments and emergencies.

Flexible working

Where possible, we support staff with the ability to work flexibly and recognise the need to work/life balance.

Subsidised Gym Membership

Via our payroll provider, Salford City Council, we are able to offer discount on Salford Council run leisure facilities.

Wellbeing strategy

We are focused on bringing staff wellbeing to the forefront of our people agenda. With an annual wellbeing calendar place, we run events throughout the year to celebrate staff and our school.

We also have an independent Employee Assistance Programme and Occupational health provider in place to support staff with any wellbeing needs.

We are always looking for ways to improve our offering and staff feedback is at the heart of this.

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Job Title: Lead Teacher in Science

Contract Details: Permanent, Full time

Salary/Grade: Main/Upper Scale plus TLR 2

Start date: 1st September 2025

Job Summary

The Governors of St Patrick's RC High School are looking to appoint an excellent Lead Teacher in Science, who will be responsible for demonstrating strong leadership of **achievement** across the department.

Main purpose

The Lead Teacher will take responsibility for:

- Ensuring high-quality assessments are in place across Key Stage 3 and Key Stage 4.
- Supporting the Head of Department to analyse assessment data to identify and respond to underperformance, misconceptions and gaps in learning.
- Supporting the Head of Department in aspiring for all pupils to make excellent progress in Science.
- Supporting the Head of Department in ensuring attainment in Science remains strong.
- The department's approaches to extra-curricular learning and support, including: home learning, revision, intervention and study skills.
- The department's rewards strategy to support pupil engagement and motivation.
- Ensuring pupils are aware of post-16 further education and employment opportunities linked to Science – raising aspirations.

To arrange an informal visit, please contact **Cat Taylor, HR Assistant**, on **0161 921 2340** by email at **cathryn.taylor@salford.gov.uk**.

Closing date for applications: Weds 23rd April, 12 noon.

Interview date: W/C 28th April, date TBC.

Please apply via Greater Jobs for this position using the application form provided.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful applicant will be required to complete an enhanced DBS check.

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Job Description

The job description below gives an insight into the responsibilities of a Lead Teacher in Science and, whilst this is not an exhaustive list, it should allow candidates to have an understanding of what this role entails, and for what the successful candidate will be held accountable for. The person specification provides an indication of the skills and experience that we are seeking.

Duties and Responsibilities as Lead Teacher of Science:

Objectives to:

- Design assessments at Key Stage 3 and Key Stage 4 (Triple Science and Combined Science – Higher and Foundation Tiers) that ensure pupils are assessed on the most essential knowledge and skills, and that ensure the data produced is consistently valid and reliable.
- Analyse assessment data to identify gaps in learning, common misconceptions and pupil underperformance, and report back to Curriculum Leaders / the department on findings.
- Develop, implement and systematically review a strategic improvement plan in response to assessment data that ensures gaps in learning diminish, misconceptions are addressed and underperformance is tackled.
- Support the Head of Department in leading achievement across the Science department with a relentless ambition for all pupils to make excellent progress and fulfil their potential in science. This includes pupils with SEND, who are EAL and who are disadvantaged. This includes pupils who are lower-prior attainers, middle-prior attainers and higher-prior attainers.
- Support teachers within the department on how to close gaps, address misconceptions and tackle underperformance through quality-first teaching in the classroom.
- Develop, implement, monitor and review departmental approaches to learning beyond the classroom. This includes:
 - Ensuring high-quality, well-planned and impactful home learning tasks/resources are consistently available as valuable extensions of the classroom curriculum.

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- Ensuring students have access to, and the ability to create their own, excellent revision resources to support them in preparing for assessments and examinations.
- Cultivating a culture and high expectations of independent learning and study beyond the classroom. This includes reading and researching beyond the curriculum.
- Ensuring pupils feel confident and motivated to study science beyond the classroom.
- Identifying pupils who require additional intervention outside of lessons, and facilitating high-quality intervention to ensure they make rapid progress.
- Lead on departmental reward systems and initiatives to support positive climates for learning in science classrooms, ensure pupils' achievements in all forms are celebrated and motivate pupils to fully engage with the science curriculum.
- Raise pupils' aspirations to continue their study of science post-16 through liaising with our main feeder colleges, enabling pupils to understand the courses available and requirements to enrol on to them, and ensuring effective KS4 to KS5 transition takes place.
- Nurture pupils' ambitions to pursue careers linked to their study of science, ensuring effective links to CEIAG are made through the implementation of the curriculum and through extra-curricular opportunities.

Duties and Responsibilities as a Classroom Teacher of Science:

Objectives to:

- Fulfil all the requirements of a classroom teacher as outlined in the Teachers' Standards, and Threshold Standards (if applicable).
- Teachers at St Patrick's are expected to demonstrate a passion for their subject that is infectious, cultivating a love of learning and thirst for knowledge in our pupils.
- We expect all teachers to support and motivate pupils, especially those who are disadvantaged.
- All teachers are responsible and accountable for the academic progress of their students, and should act to ensure pupil outcomes match potential.

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- All teachers must continually strive to ensure they are providing students with the highest possible standard of education in their subject, and a first-class experience of Catholic education.

Other Responsibilities:

- To collaborate with colleagues within and beyond the department/the school to ensure effective leadership of achievement in science, and clear communication with other stakeholders.
- To undertake training and professional development as commensurate with the role.
- To commit to the wider life of the school through supporting enrichment and co-curricular opportunities.
- To support the Catholic life, mission and ethos of the school in all that you do.
- To be an excellent Form Teacher, supporting the pastoral life of the school.
- To safeguard all pupils in line with school policies and practices.
- To undertake other reasonable duties as requested by the Headteacher.

Required Qualifications, Knowledge, Skills and Personal Qualities:

- Appropriate degree, with UK PGCE, or other teaching qualification giving QTS.
- Minimum three year's teaching experience.
- Familiarity with the National Curriculum.
- Passion for teaching and commitment to educating the whole child.
- A high level of professional and consideration of the well-being of children.
- Recent and consistent involvement in extra-curricular activities.
- Confidence with interpreting and analysing pupil assessment data.
- Respect for all members of a school community, irrespective of position, gender, age and ethnic background.
- Previous experience working with students who additional needs (i.e. SEND, EAL, disadvantage).
- A positive and solution-focussed attitude to working life.

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- Acceptable police checks (or equivalent) from the country of origin and from all other countries in which the applicant has worked and no question regarding suitability to work with children.
- Appropriate references from current or previous employer, corroborated by personal phone calls made to each referee.

Education is an ever-changing service and all staff are expected to participate constructively in schools activities and adopt a flexible approach to their work. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. The post holder will be expected to comply with any reasonable request from the line manager to undertake work of a similar level that is not specified in this job description. This job description may be amended at any time following discussion between the line manager and member of staff, and will be reviewed annually during the appraisal process, and will be varied in the light of the business needs of the school.

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Person Specification

MINIMUM ESSENTIAL REQUIREMENTS		METHOD OF ASSESSMENT
1. Experience/Qualifications/Training etc.		
1.1	Qualified Teacher Status	Application form/Interview
1.2	To hold an Honours Degree or equivalent in relevant subject area	Application form/Interview
1.3	Ability to teach all three sciences effectively	Application form/Interview
1.4	Proven record of raising achievement for students through quality first teaching and impactful intervention	Application form/Interview
1.5	Experience of participation in whole school policies	Application form/Interview
1.6	Proven skills and a positive impact of working with a wide range of students at KS3 and KS4	Application form/Interview
1.7	The ability to promote the social, moral, spiritual and cultural development of students through teaching	Application form/Interview

2. Skills, Competency and Knowledge		
2.1	Knowledge and understanding of the science curriculum and GCSE specifications	Application Form/Interview
2.2	Understanding of monitoring, review and evaluation to inform strategic planning and development	Application Form/Interview

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2.3	Knowledge and understanding of intervention strategies that have a positive impact on student progress and raise standards	Application Form/Interview
2.4	Awareness and understanding of narrowing the 'achievement gap'	Application Form/Interview
2.5	Excellent interpersonal and communication skills	Application Form/Interview
2.6	Good level of personal organisation skills	Application Form/Interview
2.7	Ability to deliver training sessions to staff	Application Form/Interview
2.8	Valuing Diversity - Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage	Application Form/Interview
2.9	Developing Self and Others - Ability to question and request appropriate training and development that links to the post, to seek opportunities that add to skills and knowledge and to respond positively to opportunities that arise. To support others' learning and share learning with others	Application Form/Interview
2.10	Health and Safety - The ability to identify risk to self and others when undertaking work activities and appropriate actions needed to minimise risk	Interview

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2.11	Confidentiality - To acknowledge the need to maintain confidentiality at all times and to become aware of the National, Council and school/setting policies on Confidentiality, and the management and sharing of information	Interview
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3. Personal Qualities		
3.1	Clear dedication to teaching as a career and a belief that all students can achieve no matter who they are or where they come from	Application form/Interview
3.2	Energy, enthusiasm and dedication for work with young people	Application form/Interview
3.3	Creative and innovative in their approach to raising standards	Application form /Interview
3.4	Flexibility and an ability to respond creatively to changing circumstances	Application form/Interview
3.5	Can demonstrate humility and uses this to reflect and improve their own and others performance	Application form / Interview
3.5	Works effectively as part of a team and is positive even in the face of adversity	Interview
3.6	Ability to relate well with colleagues and students	Interview and interaction with others whilst visiting school
3.7	Constant and consistent expectations of high standards	Interview
3.8	Commitment to involving parents/carers as partners in the education process	Interview
3.9	Appropriate professional dress and appearance	Interview
3.10	Commitment to extra-curricular activities	Application Form/Interview
Note to Applicants: Please try to show in your application form and supporting letter, how best you meet these requirements		

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